

What are Special Emphasis Programs?

Special Emphasis Programs are management programs established to ensure equal employment opportunity for minorities, women, and persons and veterans with disabilities in various categories and occupations and in all organizational components throughout the Command. EEO Special Emphasis Programs include the following:

- American Indians/Alaska Natives
- Asian Americans/Pacific Islanders
- Blacks
- People with Disabilities
- Women
- Hispanics

Primary objectives of the EEO Special Emphasis Programs are:

- Analyzing agency workforce data and identifying barriers in the areas of recruitment, hiring, promotions, career development, reasonable accommodation and retention affecting the full representation of protected groups (i.e. minorities, women and persons with disabilities).
- Compiling, developing, and disseminating information and documents for managers, supervisors, and employees to provide knowledge and sensitivity in all facts or issues of accessibility and reasonable accommodation of persons and veterans with disabilities.
- Developing and conducting programs such as training events, workshops, speakers, demonstrations, special menu items, displays, and commemorative observances to provide awareness, sensitivity and understanding of the special issues affecting employment of the protected groups.

OBSERVANCE CALENDAR

January

Martin Luther King, Jr. Birthday

15 January

February

African American/Black History Month

February 1 - February 28

March

Women's History Month

March 1 - March 31

April

Holocaust Remembrance Day

April 15th to April

May

Asian Pacific American Heritage Month

May 1 - May 31

August

Women's Equality Day

August 26th

September

Hispanic Heritage Month

September 15 - October 15

October

National Disability Employment Awareness Month

October 1 - October 31

November

American Indian Heritage Month

November 1 - November 30

